

# **The Gazette of India**

**EXTRAORDINARY**

**PART I—Section 1**

**PUBLISHED BY AUTHORITY**

---

**No. 158] NEW DELHI, TUESDAY, SEPTEMBER 14, 1954**

---

**MINISTRY OF HOME AFFAIRS**

**NOTIFICATIONS**

*New Delhi, the 14th September 1954*

**THE INDIAN ADMINISTRATIVE SERVICE (PAY) RULES, 1954**

**No. 10/1/54-AIS(II).**—In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

**1. Short title.**—These rules may be called the Indian Administrative Service (Pay) Rules, 1954.

**2. Definitions.**—In these rules, unless the context otherwise requires—

- (a) 'cadre' and 'cadre post' shall have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954 ;
- (b) 'departmental examination' means such examination as may be prescribed by the State Government from time to time for members of the Service allotted to the cadre of the State or posted to that State for training ;
- (c) 'direct recruit' means a person appointed to the Indian Administrative Service in accordance with rule 7 of the Indian Administrative Service (Recruitment) Rules, 1954 ;
- (d) 'member of the Service' means a member of the Indian Administrative Service ;
- (e) 'promoted officer' means an officer appointed to the Indian Administrative Service by promotion from a State Civil Service in accordance with sub-rule (1) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954 ;
- (f) 'Schedule' means a Schedule appended to these rules ;

- (g) 'State' means a Part 'A' State or a Part 'B' State, other than the State of Jammu and Kashmir, and includes the State of Vindhya Pradesh;
- (h) 'State Cadre' and 'Joint Cadre' have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954;
- (i) 'State Civil Service' shall have the meaning assigned to it in the Indian Administrative Service (Recruitment) Rules, 1954;
- (j) 'State Government', in relation to the State of Vindhya Pradesh means the Lieutenant Governor;
- (k) 'State Government concerned' in relation to a Joint Cadre means the Governments of all the States for which the Joint cadre is constituted and includes the Government of a State nominated by all such State Governments to represent them in a particular matter.

**3. Time-scales of pay.**—The time-scales of pay admissible to a member of the Service shall be as follows,—

JUNIOR SCALE: Rs. 350—400—450—450—500—540—30—600—EB—30—870—40—950 (19 years);

SENIOR SCALE: Rs. 800 (6th year or under) 50—1000—60—1300—50—1800 (25 years);

Provided that a member of the service to whom any other time-scale of pay was admissible under any order in force immediately before the commencement of these rules shall continue to draw pay in that scale.

**4. Fixation of initial pay in the time-scales.**—(1) The initial pay of a direct recruit shall be fixed at the minimum of the junior time-scale.

(2) The pay of a member of the Service in the junior time-scale shall, on appointment to a post on the senior time-scale, be fixed at the corresponding stage on the senior time-scale as shown in Schedule I:

Provided that in the case of a promoted officer initially appointed to the junior time-scale under the Emergency Recruitment Scheme, his pay on appointment to a post in the senior time-scale, shall be refixed in accordance with the principles laid down in Section I of Schedule II, and he shall, for purposes of such refixation, be deemed to have been appointed to a post in the senior time-scale from the date of his appointment to the Indian Administrative Service.

(3) The initial pay of a promoted officer who prior to the date of his appointment to the Indian Administrative Service had not held a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section I of Schedule II.

(4) The initial pay of a promoted officer who on the date of his appointment to the Indian Administrative Service had held or is holding continuously a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section II of Schedule II.

*Explanation.*—For the purposes of sub-rule (3) and this sub-rule the expression 'cadre post' includes a 'non-cadre post' declared by the State Government concerned as a post equivalent to a cadre post, if held by the promoted officer after he had been approved for appointment to the Indian Administrative Service in accordance with the Regulations framed under sub-rule (1) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954:

Provided that during the period the promoted officer held the non-cadre post he was remunerated in the senior scale of the Indian Administrative Service in terms of Schedule II and that he did not get any out of turn chance for officiating in such equivalent non-cadre post.

(5) The initial pay of an officer of a State Civil Service who has been appointed to hold a cadre post in an officiating capacity in accordance with rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, shall be fixed in the manner specified in Section III of Schedule II.

(6) The initial pay of an officer not belonging to a State Civil Service on appointment to the Indian Administrative Service under sub-rule (2) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954, shall be fixed by the Central Government in consultation with the State Government concerned:

Provided that in no case shall such an officer be granted a higher rate of pay in the senior scale of the service than that admissible to a direct recruit of the same length of recognised service.

*Explanation.*—The term 'recognised service' in relation to an officer recruited to the Indian Administrative Service under sub-rule (2) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954, means his employment in a gazetted post after attaining the age of twenty-five years in Government service.

(7) Nothing contained in this rule shall be deemed to affect the initial pay already fixed in the appropriate time-scale in respect of any member of the Service who was in service immediately before the commencement of these rules.

**5. Regulation of increments.**—(1) Subject to any order passed by the State Government concerned under rules 6 and 7, the increment admissible to a member of the Service in the junior or senior time-scale shall—

(i) in the case of a member appointed under rule 7 of the Indian Administrative Service (Recruitment) Rules, 1954, accrue on the expiry of each year from the date of his appointment to the Service; and

(ii) in the case of an officer appointed under rule 8 of the Indian Administrative Service (Recruitment) Rules 1954,

on completion of one year's service from the date of his appointment to a cadre post :

Provided that—

- (i) a promoted officer shall draw an increment in the senior time-scale on the date prescribed in clause (ii) of this sub-rule only on completion of an aggregate period of at least six years of service in the State Civil Service and in the Indian Administrative Service ;
- (ii) in the case of a war service candidate appointed in the month of November or December of any year to a vacancy reserved for a war service candidate in the Indian Administrative Service, the date of appointment for the purpose of these rules shall be deemed to be the first day of November of that year ;
- (iii) in the case of all other members of the Service appointed to the Indian Administrative Service at any time before the commencement of these rules, their increments shall be regulated in accordance with the orders in force immediately before the date of such commencement.

*Explanation.*—For the purpose of this sub-rule, the expression 'cadre post' includes a 'non-cadre' post declared by the State Government concerned as a post equivalent to a cadre post, if held by the promoted officer after he had been approved for appointment to the Indian Administrative Service in accordance with the regulations framed under sub-rule (1) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954.

(2) The increments in the junior and senior time scales in respect of a member of the Service recruited under rule 7 of the Indian Administrative Service (Recruitment) Rules, 1954, shall be regulated with reference to the length of service and in the manner specified in Schedule I.

(3) The increments in respect of any other member of the Service recruited under rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954, shall be regulated with reference to the stage at which the initial pay in the senior time-scale has been fixed.

(4) Increments admissible to a member of the Service to whom the time-scales of pay specified in rule 3 do not apply shall be regulated in accordance with the appropriate orders in force immediately before the commencement of these rules.

**6. Withholding of increments.**—(1) The State Government may withhold for such time as it may direct an increment due to any direct recruit who has failed to pass the departmental examination or examinations within such time as the State Government may, by general or special order, prescribe, but the withholding of such increments shall have no cumulative effect.

(2) Where an efficiency bar has been prescribed in the time-scale of pay, the increment next above the bar shall not be given to a

member of the Service without the specific sanction of the authority competent to withhold increments:

Provided that the application of the efficiency bar in the junior time-scale shall not affect the pay of a member of the Service in the senior time-scale of pay, wherein his pay shall be regulated according to his length of service.

**7. Grant of advance increments.**—The State Government shall sanction the second and the third increments due to a direct recruit as soon as he passes the prescribed departmental examination or examinations irrespective of his length of service, after which he shall be entitled to draw pay at the rate corresponding to his position in the time-scale.

*Explanation.*—For purposes of this rule the term 'increment' denotes actual increase in pay and not the actual stages on the time-scale.

**8. Pay of officers holding posts enumerated in Schedule III.**—Any member of the Service appointed to hold a post specified in Schedule III shall for so long as he holds that post be entitled to draw the pay indicated for that post in the said Schedule:

Provided that no member of the Service shall at any time draw pay less than that which he is entitled to draw under rule 4 and rule 5:

Provided further that a member of the Service to whom any other special pay or pay above the time-scale was admissible under any order in force immediately before the commencement of these rules for holding posts specified in Schedule III shall, for so long as he holds the post, continue to draw the same pay.

**9. Pay of members of the Service appointed to posts not included in Schedule III.**—(1) No member of the Service shall be appointed to a post other than a post specified in Schedule III, unless the State Government concerned in respect of posts under its control, or the Central Government in respect of posts under its control, as the case may be, makes a declaration that the said post is equivalent in status and responsibility to a post specified in the said Schedule.

(2) The pay of a member of the Service on appointment to a post not specified in Schedule III shall be the same as he would have been entitled to, had he been appointed to the post to which the said post is declared equivalent.

**10. Power to exempt.**—The Central Government may, with the concurrence of the State Government concerned, exempt any officer of a State Civil Service included in List II or List III prepared by the Special Recruitment Board under the Indian Administrative Service (Extension to States) Scheme and appointed to the Indian Administrative Service, from all or any of the provisions of these rules.

**11. Amendment of Schedule.**—The Central Government may, after consultation with the State Government concerned, amend Schedule III.

**12. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**13. Repeal and saving.**—Any rules corresponding to these rules and in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

#### SCHEDULE I

[See rules 4(2) and 5 (2)]

#### SCALES OF PAY FOR THE INDIAN ADMINISTRATIVE SERVICE

Year of Service	Junior Scale	Senior Scale
	Rs.	Rs.
(Monthly rates of pay)		
1st	350	800
2nd	400	800
3rd	450	800
	450	800
5th	500	800
6th	540	800
7th	570	850
8th	600	900
Efficiency Bar		
9th	630	950
10th	660	1000
11th	690	1060
12th	720	1120
13th	750	1180
14th	780	1240
15th	810	1300
16th	840	1350
17th	870	1400
18th	910	1450
19th	950	1500
20th		1550
21st		1600
22nd		1650
23rd		1700
24th		1750
25th & over		1800

## SCHEDULE II

PRINCIPLES OF PAY FIXATION OF PROMOTED OFFICERS ON APPOINTMENT  
TO THE INDIAN ADMINISTRATIVE SERVICE—[SEE RULE 4.]

In this Schedule, the term—

- (i) 'actual pay' means the pay, whether in the ordinary time scale or in selection grade, to which an officer of a State Civil Service is entitled by virtue of his substantive position in the cadre of that Service;
- (ii) 'assumed pay' means the pay which an officer of a State Civil Service officiating in a selection grade would be drawing in the ordinary time-scale of his service if he had not been officiating in the selection grade.

*Note.*—The term "selection grade" shall, for the purposes of this Schedule, include the scale of pay sanctioned for the Orissa Administrative Service, Class I, in the State of Orissa and the scale of pay attached to the posts of Additional District Magistrates in the State of Bihar.

*Section I.—Fixation of initial pay of promoted officers falling under rule 4(3).*

(1) The initial pay of a promoted officer shall be fixed at the stage of the Indian Administrative Service senior time-scale next above the amount equal to his actual pay in the ordinary scale or his assumed pay, as the case may be, increased at the rate of one increment in the senior time-scale of the Indian Administrative Service for every three years of service in the State Civil Service subject to a minimum of Rs. 200 and a maximum of Rs. 300:

Provided that,—

- (i) where the amount arrived at after the addition of such maximum or minimum does not correspond to a stage in the senior time-scale of the Indian Administrative Service, the initial pay shall be fixed at the next higher stage of the scale, and
- (ii) for the purposes of this clause, service in the State Civil Service shall include such service in a former State, now merged in the State concerned, as may be equated to service in the State Civil Service by the Central Government in consultation with the State Government concerned.

*Explanations:* (i) In the case of an officer whose actual pay in the ordinary time-scale of the State Civil Service is less than the minimum of the Indian Administrative Service senior scale, the rate of increment should be taken as Rs. 50 for the first four increments and Rs. 60 thereafter for the next five increments.

- (ii) In the case of an officer whose actual pay in the ordinary time-scale is equal to or above the minimum of the Indian Administrative Service senior time-scale, the rates of increment should be equal to the rates

admissible in the senior scale of the Indian Administrative Service at the stage to which the actual pay corresponds or, if there is no such stage, the next lower stage.

(2) The initial pay of a promoted officer who is substantive in the selection grade of the State Civil Service shall be fixed at the stage on the Indian Administrative Service senior time-scale next above his actual pay in the selection grade:

Provided that in a case where the pay in the senior time-scale of the Indian Administrative Service calculated in accordance with clause (1) is higher than that admissible under this clause, the promoted officer shall be entitled to such higher pay.

(3) A promoted officer who at the time of his appointment to the Indian Administrative Service was officiating in the selection grade of the State Civil Service and whose initial pay in the senior time-scale of the Indian Administrative Service is fixed in accordance with clause (1), shall, in case his officiating pay in the selection grade is higher than his initial pay so fixed in the Indian Administrative Service, be entitled to a personal pay equal to the difference only if the officer has been officiating in, or holding a post in, the selection grade for a continuous period of one year at the time of his appointment to the Indian Administrative Service. This personal pay shall be absorbed in his future increments.

(4) The basic pay of a promoted officer shall not, in any case, be fixed below the minimum of the senior time-scale.

(5) Notwithstanding anything contained in any clause in this section, the basic pay of a promoted officer in the Indian Administrative Service time-scale shall not, at any time, exceed the basic pay he would have drawn on the Indian Administrative Service time-scale as a direct recruit on that date, if he had been appointed to the Indian Administrative Service on the date he was appointed to the State Civil Service.

---

#### ILLUSTRATIONS.

The method to be followed in fixing the pay of a promoted officer under this Section is indicated below.

I. First write down the following facts in respect of the promoted officer:—

- (a) Actual pay of the officer in the State Civil Service, or the assumed pay, as the case may be, in the State Civil Service.
- (b) Completed years of service in the State Civil Service.
- (c) Number of increments in the senior Indian Administrative Service time-scale calculated at the rate of one increment for every three years of service in the State Civil Service.



II. Thereafter tabulate information in the following form and arrive at the pay in the Indian Administrative Service time-scale as indicated below:—

	(A)	(B)	(C)	(D)	(E)
(a) Pay in the State Civil Service . . . . .	390	730	600	760	850
(b) Completed years of service in the State Civil Service . . . . .	7	17	14	18	20
(c) Number of increments . . . . .	2	5	4	6	6
(d) Amount of increments . . . . .	100	260	200	320	330
(e) Actual amount of increase subject to the minimum and maximum specified . . . . .	200	260	200	300	300
(f) Pay arrived at by addition of (a) & (e) . . . . .	590	990	800	1060	1150
(g) Stage at which pay should be fixed in the senior time-scale of the Indian Administrative Service . . . . .	800	1000	850	1060	1180

(A) is a clear case in which the minimum increase over the pay in the State Civil Service scale results in a figure below Rs. 800 and the pay is, therefore, fixed at the minimum of the senior time-scale.

(B) illustrates how the amount of increments is to be calculated. When the result arrived at does not correspond to a stage in the Indian Administrative Service time-scale, the pay is to be fixed at the next higher stage.

(C) is a case where the total amount of the increments admissible coincides with the minimum increase of Rs. 200 and results in an amount which corresponds to a stage in the senior time-scale. In such a case, the officer will be entitled to the next higher stage by virtue of the provision in Section I of Schedule II that his pay should be fixed at a stage next above the amount equal to his actual pay and the number of increments admissible to him.

(D) is a case where the prescribed maximum increase of Rs. 300 results in an amount equal to a stage in the Indian Administrative Service time-scale. The pay is then fixed at that stage and not at the next higher stage. This fixation at the same stage takes place only when the maximum increase of Rs. 300 leads to a stage in the senior time-scale.

(E) is a case where the maximum increase of Rs. 300 results in an amount which is not a stage in the senior time-scale. The pay in such a case is fixed at the next higher stage. This case also illustrates how the increments are to be calculated when the pay in the State Civil Service is over Rs. 800.

#### *Section II—Fixation of initial pay of promoted officers falling under rule 4(4).*

(1) In the case of a promoted officer who has already officiated in a cadre post with the approval of the Central Government and in consultation with the Union Public Service Commission prior to his appointment to the Service, his pay shall be fixed at a stage

not lower than the pay he drew in the senior scale of the Indian Administrative Service while last officiating in such a post.

(2) For the purposes of calculating one year's service at a given rate of pay for increments in the Indian Administrative Service under rule 5 of these rules, broken periods of officiating service at that rate of pay shall be taken into account.

*Section III—Fixation of initial pay of promoted officers falling under rule 4(5).*

(1) The initial pay of a State Civil Service officer appointed to officiate in posts borne on the Indian Administrative Service Cadre, shall be fixed in accordance with the principles enunciated in Section I:

Provided that if a promoted officer had already officiated before the date of commencement of these rules in a cadre post with the approval of the Central Government, in consultation with the Union Public Service Commission, his pay under this section shall be fixed at a stage not lower than the pay he drew in the senior scale of the Indian Administrative Service while last officiating in such a post.

(2) On any enhancement of his pay in the State Civil Service, as a result of an increment on the ordinary time-scale of the State Civil Service, an officer of the State Civil Service while officiating in a post carrying pay in the senior scale of the Indian Administrative Service shall be entitled to have his pay on the senior time-scale of the Indian Administrative Service recalculated in accordance with the principles laid down in Section I, on the basis of his enhanced pay in the State Civil Service, and as if he was appointed to officiate in a post carrying pay in the senior scale of the Indian Administrative Service with effect from the date of such enhancement.

(3) If a State Civil Service officer holding in an officiating capacity a post in the Indian Administrative Service is promoted substantively to the selection grade of the State Civil Service, his pay in the senior time-scale of the Indian Administrative Service shall be refixed in accordance with the principles enunciated in Section I, as if he was appointed to officiate in a post carrying pay in the senior scale of the Indian Administrative Service with effect from the date of such enhancement.

(4) Increments of pay on the Indian Administrative Service senior time-scale shall be granted to a State Civil Service officer holding a post carrying pay in the senior time-scale of the Indian Administrative Service in an officiating capacity, on completion of one full year's service on any stage of that scale, unless his pay on the Indian Administrative Service senior time-scale is refixed before then at the next higher stage under (2) or (3) above:

Provided that for the purposes of calculating one year's service under this clause,—

- (i) broken periods of officiating service on a particular rate of pay shall be taken into account;
- (ii) leave taken during officiation in a post on the senior time-scale of the Indian Administrative Service shall not be treated as a break if on the expiry of the leave the

officer returns to the same post or a similar post on the same rate of pay and Government certify that but for proceeding on leave the officer would have continued in the Indian Administrative Service post; and

- (iii) foreign service rendered by an officer during such officiation shall not constitute a break if the State Government certify that but for being on foreign service the officer would have continued to officiate in the same Indian Administrative Service post or a similar post on the same rate of pay.

### SCHEDULE III

*A—Posts carrying pay above the time-scale pay in the Indian Administrative Service under the State Governments.*

State	Particulars of posts	Pay
		Rs.
Andhra	Chief Secretary to Government . . .	2500
	First Member, Board of Revenue . . .	2500
	Second Member, Board of Revenue . . .	2250
Assam	Chief Secretary to Government . . .	2500
	Development Commissioner . . .	2250
Bihar	Chief Secretary to Government . . .	2500
	Member, Board of Revenue . . .	2500
	Commissioners . . .	2250
Bombay	Chief Secretary to Government . . .	2500
	Municipal Commissioner, Bombay . . .	2250
	Secretaries to Government . . .	2250
Madhya Pradesh	Chief Secretary to Government . . .	2500
	President, Board of Revenue . . .	2500
	Members, Board of Revenue . . .	2250
	Development Commissioner . . .	2250
Madras	Chief Secretary to Government . . .	2500
	First Member, Board of Revenue . . .	2500
	Members, Board of Revenue . . .	2250
Orissa	Chief Secretary to Government . . .	2500
	President, Board of Revenue . . .	2500
	Members, Board of Revenue . . .	2250
Punjab	Chief Secretary to Government . . .	2500
	Financial Commissioner . . .	2500
	Divisional Commissioners . . .	2250
	Development Commissioner & Development Secretary . . .	2250
Uttar Pradesh	Chief Secretary to Government . . .	2500
	Member, Board of Revenue (Administrative) . . .	2500
West Bengal	Chief Secretary to Government . . .	2500
	Member, Board of Revenue . . .	2500
	Commissioners . . .	2250
	Chairman, Calcutta Improvement Trust . . .	2250
	Development Commissioner . . .	2250
	Secretaries to Government . . .	2150
Hyderabad	Chief Secretary to Government . . .	2250
	First Member, Board of Revenue . . .	2250
	Members, Board of Revenue . . .	2000

State	Particulars of posts	Pay
		Rs.
Madhya Bharat	Chief Secretary to Government . . . .	2250
	Senior Member, Board of Revenue . . . .	2250
	Commissioners . . . . .	2250
Mysore . . . .	Chief Secretary to Government . . . .	2250
	Revenue Commissioner . . . . .	2250
	Excise Commissioner . . . . .	2000
Punjab & East Punjab States Union.	Chief Secretary to Government . . . .	2500
	Financial Commissioner . . . . .	2500
	Commissioner . . . . .	2250
Rajasthan . . .	Chief Secretary to Government . . . .	2500
	Chairman, Board of Revenue . . . . .	2500
	Members, Board of Revenue . . . . .	2250
	Commissioners . . . . .	2250
Saurashtra . .	Chief Secretary to Government . . . .	2250
Travancore- Cochin . . . .	Chief Secretary to Government . . . .	2250
	First Member, Board of Revenue . . . .	2250
	Member, Board of Revenue . . . . .	2000
Vindhya Pradesh	Chief Secretary to Government . . . .	2250
	Member, Board of Revenue . . . . .	2250

*Explanation.*—(1) In the case of Part 'B' States and the State of Vindhya Pradesh, it shall be open to the Central Government, in consultation with the Governments of the States concerned, for a period of five years from the date of commencement of these rules, to prescribe any limit as regards the length of service of a member of the Service entitling him to the pay specified against the posts enumerated in this Schedule.

(II) Where any member of the Service in Part 'B' States and the State of Vindhya Pradesh, appointed to hold any of the posts enumerated in this Schedule does not possess the minimum length of service prescribed by the Central Government under clause (I) of this *Explanation*, such member while holding any such post shall be entitled to draw such special pay in addition to his pay in the time scale as the Central Government may, in consultation with the State Government concerned, determine.

### SCHEDULE III

**B—***Posts carrying pay in the senior time-scale of the Indian Administrative Service under the State Governments including posts carrying special pays in addition to pay in the time-scale.*

(1) The State Governments concerned shall be competent to grant a special pay for any of the posts specified in this Part of the Schedule either individually or with reference to a group or class of such posts.

(2) The amount of any special pay which may be sanctioned by the State Governments concerned under clause (1) shall be Rs. 100, Rs. 150, Rs. 200, Rs. 250 or Rs. 300 as may, from time to time, be determined by the State Governments concerned.

(3) Posts in the junior time-scale of the Service have not been specified in the Schedule but it shall be within the competence of the State Governments concerned to sanction any special pay to be attached to such posts.

---

State	Particulars of posts
-------	----------------------

---

**Andhra:**

Secretaries to Government.  
Joint Secretary to Government.  
Deputy Secretaries to Government.  
Collectors.  
Sub-Collectors, Grade I.  
Secretary, Board of Revenue.  
Joint Secretary, Board of Revenue.  
Transport Commissioner (also Inspector General of Prisons).  
Inspector of Municipal Councils and Local Bodies.  
Director of Harijan Welfare, Rural Welfare and Community Projects.  
Secretary to Governor.  
Director of Settlements.  
Settlement Officers.  
Registrar of Cooperative Societies.  
Director of Agriculture & Fisheries.  
Director of Industries & Commerce.

**Assam:**

Secretaries to Government.  
Joint Secretaries to Government.  
Deputy Secretaries to Government.  
Director of Land Records.  
Registrar of Cooperative Societies.  
Deputy Commissioners (including Political Officers for Tribal Areas).  
Superintendent, Lushai Hills.

**Bihar:**

Secretaries to Government.  
Deputy, Joint or Additional Secretaries to Government.  
Secretary, Board of Revenue.  
Magistrates & Collectors.  
Registrar, Cooperative Societies.  
Commissioner of Excise & Salt.  
Settlement Officers.  
Director of Land Records & Surveys.  
Inspector General of Prisons.  
Labour Commissioner.  
Food Production & Development Commissioner.  
Land Reforms Commissioner.  
Commissioner for Commercial Taxes.  
Deputy Secretary to Government (Political Department).

**Bombay:**

Deputy Secretaries to Government.  
Secretary to Governor.  
Collectors (including Collectors of Broach and Bombay and Bombay Suburban Districts).  
Director of Local Authorities.  
Registrar of Cooperative Societies and Director of Agricultural Marketing and Rural Finance.  
Commissioner of Labour

Municipal Commissioners for the cities of Poona and Ahmedabad.

Settlement Commissioner and Director of Land Records.

State Transport Officer and Secretary, State Transport Authority.

Director of Backward Class Welfare.

Director of Prohibition and Excise.

Collector of Sales Tax.

*Madhya Pradesh:*

Secretaries to Government.

Deputy Secretaries to Government.

Settlement Commissioner.

Excise Commissioner.

Director of Agriculture.

Registrar of Cooperative Societies.

Deputy Commissioners.

Settlement Officers.

Additional Deputy Commissioners.

*Madras:*

Secretary, Board of Revenue.

Secretary to the Commissioner for Commercial Taxes.

Secretaries to Government.

Director of Community Projects (*ex-officio* Additional Secretary, Agriculture Department).

Deputy Secretaries to Government.

Collectors.

Collector of Madras.

Sub-Collectors, Grade I.

Inspector of Municipal Councils and Local Bodies.

Registrar of Cooperative Societies.

Commissioner of Labour.

Director of Agriculture.

Director of Industries, Fisheries and Controlled Commodities.

Transport Commissioner.

Deputy Commissioner of Commercial Taxes.

Controller of Printing and Stationery.

Joint Transport Commissioner.

Director of Settlements.

Settlement Officers.

Director of Harijan Welfare.

Commissioner, Hindu Religious and Charitable Endowments  
(Administration) Department.

*Orissa:*

Secretary, Board of Revenue.

Secretaries to Government.

Deputy Secretaries to Government.

Magistrates and Collectors.

Additional District Magistrates.

Settlement Officer.

Registrar of Cooperative Societies.

*Punjab:*

Secretaries to Government.  
Registrar of Cooperative Societies.  
Deputy Commissioners.  
Revenue Secretary to the Financial Commissioner.  
Secretary to the Chief Minister.  
Secretary to the Governor.  
Provincial Transport Controller.  
Commissioner of Excise and Taxation.  
Director of Industries.  
Deputy Secretary, Development Department.

*Uttar Pradesh:*

Secretaries to Government.  
Deputy Secretaries to Government.  
Secretary to the Governor.  
Settlement Officers.  
District Officers.

*West Bengal:*

Joint and Deputy Secretaries to Government.  
Secretary, Board of Revenue.  
Labour Commissioner.  
Registrar, Co-operative Societies.  
Director of Land Records and Surveys.  
Settlement Officers.  
Secretary to the Chief Minister.  
Secretary to the Governor.  
Land Acquisition Collector, Calcutta.  
District Magistrates.  
Additional District Magistrates.  
Joint Development Commissioner and *ex-officio* Joint Secretary, Development Department.

*Hyderabad:*

Secretaries to Government.  
Commissioner of Excise.  
Joint Secretaries to Government.  
Commissioner of Settlement and Land Records.  
Commissioner for Sales Tax.  
Deputy Secretaries to Government.  
Collectors of Districts.  
Executive Officer, Hyderabad Municipal Corporation.  
Secretary, Board of Revenue.  
Deputy Commissioner for Settlement and Land Records.  
Deputy Commissioners of Excise.  
Registrar of Co-operative Societies.  
Labour Commissioner.  
Director of Commerce and Excise.  
Secretary to the Rajpramukh.

*Madhya Bharat:*

Secretaries to Government.  
Development Commissioner-cum-Registrar of Co-operative Societies.

Commissioner of Excise, Customs and Sales Tax.  
Director of Land Records and Settlement Commissioner.  
Collectors.  
Settlement Officer.  
Deputy Secretaries to Government.

*Mysore:*

Deputy Commissioners.  
Secretaries to Government.  
OTHER SENIOR DUTY POSTS (out of the posts specified below ten posts are to be held by cadre officers at a time):  
Labour Commissioner.  
Director of Food Supplies.  
Commissioner, Bangalore City Municipal Corporation.  
Commissioner, City Municipal Council, Mysore.  
Commissioner for Local Self Government.  
Commissioner for Food Production and Director of Agriculture.  
Private Secretary to the Rajpramukh.  
Huzur Secretary to the Rajpramukh.  
Superintendent of Land Records.  
General Manager, Mysore Road Transport Services.  
Deputy Commissioners of Sales Tax.  
Director, Mysore Iron and Steel Works.  
Secretary, Mysore Government Life Insurance Department.  
Director of Industries and Commerce.  
Director of Public Instruction.  
Director, Rural Industrialisation.  
Secretary to the Chief Minister and Secretary to Government, Local Self Government and Planning Departments.

*Patiala and East Punjab States Union:*

Secretaries to Government.  
Deputy Commissioners.  
Deputy Secretaries to Government.

*Rajasthan:*

Secretaries to Government.  
Settlement Commissioner.  
Commissioner of Customs and Excise.  
Director of Transport.  
Director of Civil Supplies.  
Deputy Secretaries to Government.  
Settlement Officers.  
Collectors.

*Saurashtra:*

Secretaries to Government.  
Collectors of Districts.

*Travancore-Cochin:*

Collectors.  
Secretaries and Additional Secretaries to Government.

*Vindhya Pradesh:*

Secretaries to Government.  
Secretary to the Lt. Governor.  
Commissioner, Excise and Sales Tax and Superintendent of



Stamps, Settlement Commissioner, Registrar General of Births, Deaths and Marriages and Inspector General of Registration.

Collectors.

Director of Food and Civil Supplies.

Director of Industries and Development.

Deputy Secretaries to Government.

### SCHEDULE III

*C—Posts carrying pay above the time-scale or special pay in addition to pay in the time-scale under the Central Government when held by members of the Service*

Ministry or Office	Particulars of posts	Pay/Scale of pay	Special pay
		Rs.	Rs.
	Secretaries to the Government of India . . . . .	3000	..
	Joint Secretaries to the Government of India . . . . .	2250	..
	Deputy Secretaries to the Government of India . . . . .	Senior scale	300
	Under Secretaries to the Government of India . . . . .	Senior scale or junior scale.	200
Commerce & Industry.	Chief Controller of Imports & Exports . . . . .	1800—100—2000	..
	Textile Commissioner . . . . .	1800—100—2000	..
	Joint Chief Controllers of Imports and Exports . . . . .	Senior scale	300
	Iron & Steel Controller . . . . .	Senior scale	300
	Secretary, Tea Board . . . . .	Senior scale	300
Communications .	Director-General, Posts and Telegraphs . . . . .	2750	..
	Post Master General . . . . .	2250	..
	Director of Administration, Civil Aviation Directorate . . . . .	Senior scale	250
Defence . . .	Deputy Secretary and Chief Administrative officer . . . . .	Senior scale	300
Finance . . .	Financial Adviser (Defence) . . . . .	2500	..
	Additional Financial Adviser (Defence) . . . . .	2250	..
	Joint/Deputy Financial Advisers (Defence) . . . . .	Senior scale	300
(Central Board of Revenue.)	Senior Member . . . . .	2250	..
	Members . . . . .	2250	..
	Secretary, Central Board of Revenue . . . . .	Senior scale	300
Income-Tax Department.)	Commissioners of Income-Tax . . . . .	1800—100—2000	..
	Assistant Commissioners . . . . .	Senior scale	200
(Central Excise Department).	Collectors . . . . .	1800—100—2000	..
	Deputy Collectors . . . . .	Senior scale	200
Food and Agriculture.	Regional Director (Food) . . . . .	Senior scale	250
	Secretary, I.C.A.R. . . . .	Senior scale	300
	Deputy Director General of Food (Ex-officio Deputy Secretary) . . . . .	Senior scale	300
	Chairman, Central Tractor Organisation . . . . .	Senior scale	300

Ministry or Office	Particulars of posts	Pay/Scale of pay	Special pay
Home Affairs	Registrar-General-cum-Census Commissioner . . . . .	2250	..
	Establishment Officer to the Government of India . . . . .	2250	..
	Principal, I.A.S. Training School . . . . .	2250	..
	Chief Commissioner, Delhi . . . . .	2250	..
	Chief Commissioner, Andamans . . . . .	2250	..
			300 (Sumptuary Allowance)
	Vice-Principal, I.A.S. Training School . . . . .	Senior scale	300
	Chief Commissioner, Ajmer . . . . .	Senior scale	300
	Chief Commissioner, Coorg . . . . .	Senior scale	300
	Deputy Commissioner, Delhi and Andamans . . . . .	Senior scale	150
	Deputy Commissioner, Ajmer . . . . .	Senior scale	..
	Director, Secretariat Training School . . . . .	Senior scale	300
	Chief Secretary to Government, Delhi State . . . . .	Senior scale	300
	Secretaries to Government, Delhi State . . . . .	Senior scale	200
Labour	Director-General Resettlement and Employment ( <i>ex-officio</i> Joint Secretary) . . . . .	2250	..
	Regional Directors, Resettlement and Employment . . . . .	Senior scale	250
Transport	Chairman of the Commissioners for the Port of Calcutta . . . . .	2750	..
	Chairman, Bombay Port Trust . . . . .	2750	..
	Director-General of Shipping . . . . .	2250	..
	Joint/Senior Deputy Director-General of Shipping . . . . .	1800—100—2000	..
	Junior Deputy Directors-General of Shipping . . . . .	Senior scale	250
Works, Housing & Supply.	Director-General of Supply and Disposals . . . . .	2250	..
	Director of Administration, Directorate General, Supply and Disposals . . . . .	Senior scale	250

### THE INDIAN POLICE SERVICE (PAY) RULES, 1954

**No. 10/2/54-AIS(II).**—In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

**1. Short title.**—These rules may be called the Indian Police Service (Pay) Rules, 1954.

**2. Definitions.**—In these rules, unless the context otherwise requires—

(a) 'cadre' and 'cadre post' shall have the meanings respectively assigned to them in the Indian Police Service (Cadre) Rules, 1954;

(b) 'departmental examination' means such examination as may be prescribed by the State Government from time

- to time for members of the Service allotted to the cadre of that State or posted to that State for training;
- (c) 'direct recruit' means a person appointed to the Indian Police Service in accordance with rule 7 of the Indian Police Service (Recruitment) Rules, 1954;
  - (d) 'member of the Service' means a member of the Indian Police Service;
  - (e) 'promoted officer' means an officer appointed to the Indian Police Service by promotion from a State Police Service in accordance with rule 9 of the Indian Police Service (Recruitment) Rules, 1954;
  - (f) 'Schedule' means a Schedule appended to these rules;
  - (g) 'State' means a Part 'A' or a Part 'B' State (other than the State of Jammu and Kashmir) and includes the State of Vindhya Pradesh;
  - (h) 'State Cadre' and 'Joint Cadre' have the meanings respectively assigned to them in the Indian Police Service (Cadre) Rules, 1954;
  - (i) 'State Police Service' shall have the meaning assigned to it in the Indian Police Service (Recruitment) Rules, 1954;
  - (j) 'State Government', in relation to the State of Vindhya Pradesh means the Lieutenant Governor;
  - (k) 'State Government concerned', in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such State Governments to represent them in relation to a particular matter.

**3. Time-scales of pay.**—The time-scale of pay admissible to a member of the Service shall be as follows:—

JUNIOR SCALE.—Rs. 350—350—380—380—30—590—E.B.—30—770—40—850 (19 years).

SENIOR SCALE.—Rs. 600 (6th year or under)—40—1000—1000—1050—1050—1100—1100—1150 (22 years).

SELECTION GRADE.—Rs. 1250.

Provided that a member of the Service holding a post in the senior time-scale may be appointed to a post in the selection grade and where he is so appointed, he shall be entitled to draw pay of the post in the selection grade:

Provided further that a member of the Service to whom any other time-scale of pay was admissible under any order in force immediately before the commencement of these rules shall continue to draw pay in that scale.

**4. Fixation of initial pay in the time scales.**—(1) The initial pay of a direct recruit shall be fixed at the minimum of the junior time-scale.

(2) The pay of a member of the Service in the junior time-scale shall, on appointment to a post on the senior time-scale, be fixed at the corresponding stage in the senior time-scale as shown in Schedule 1:

Provided that in the case of a promoted officer initially appointed to the junior time-scale under the Emergency Recruitment Scheme, his pay on appointment to a post in the senior time-scale shall be refixed in accordance

with the principles laid down in Section I of Schedule II, and he shall for purposes of such refixation, be deemed to have been appointed to a post in the senior time-scale from the date of his appointment to the Indian Police Service.

(3) The initial pay of a promoted officer who prior to the date of his appointment to the Indian Police Service had not held a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section I of Schedule II.

(4) The initial pay of a promoted officer who on the date of his appointment to the Indian Police Service had held or is holding continuously a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section II of Schedule II.

**Explanation.**—For the purposes of sub-rule (3) and this sub-rule, the expression 'cadre post' includes a 'non-cadre post' declared by the State Government concerned as a post equivalent to a cadre post, if held by the promoted officer after he had been approved for appointment to the Indian Police Service in accordance with the Regulations framed under rule 9 of the Indian Police Service (Recruitment) Rules, 1954:

Provided that during the period the promoted officer held the non-cadre post he was remunerated in the senior scale of the Indian Police Service in terms of Schedule II and that he did not get any out of turn chance for officiating in such equivalent non-cadre post.

(5) The initial pay of an officer of a State Police Service who has been appointed to hold a cadre post in an officiating capacity in accordance with rule 9 of the Indian Police Service (Cadre) Rules, 1954, shall be fixed in the manner specified in Section III of Schedule II.

(6) Nothing contained in this rule shall be deemed to affect the initial pay already fixed in the appropriate time-scale in respect of any member of the Service who was in service immediately before the commencement of these rules.

**5. Regulation of Increments.**—(1) Subject to any order passed by the State Government concerned under rules 6 and 7, the increment admissible to a member of the Service in the junior or senior time-scale shall—

- (i) in the case of a member appointed under rule 7 of the Indian Police Service (Recruitment) Rules, 1954, accrue on the expiry of each year from the date of his appointment to the Service; and
- (ii) in the case of an officer appointed under rule 9 of the Indian Police Service (Recruitment) Rules, 1954, on completion of one year's service from the date of his appointment to a cadre post:

Provided that—

- (i) a promoted officer shall draw an increment in the senior time-scale on the date prescribed in clause (ii) of this.

sub-rule only on completion of an aggregate period of at least six years of service in the State Police Service and in the Indian Police Service;

- (ii) in the case of a war service candidate appointed in the month of November or December of any year, to a vacancy reserved for a war service candidate in the Indian Police Service, the date of appointment for the purposes of these rules shall be deemed to be the first day of November of that year;
- (iii) in the case of all other members of the Service appointed to the Indian Police Service at any time before the commencement of these rules, their increments shall be regulated in accordance with the orders in force immediately before the date of such commencement;

*Explanation.*—For the purpose of this sub-rule, the expression 'cadre post' includes a 'non-cadre' post declared by the State Government concerned as a post equivalent to a cadre post, if held by the promoted officer after he had been approved for appointment to the Indian Police Service in accordance with the regulations framed under rule 9 of the Indian Police Service (Recruitment) Rules, 1954.

(2) The increments in the junior and senior time-scales in respect of a member of the Service recruited under rule 7 of the Indian Police Service (Recruitment) Rules, 1954, shall be related to the length of service with reference to and in the manner specified in Schedule I.

(3) The increments in respect of any other member of the Service recruited under rule 9 of the Indian Police Service (Recruitment) Rules, 1954, shall be regulated with reference to the stage at which the initial pay in the senior time-scale has been fixed.

(4) Increments admissible to a member of the Service to whom the time-scales of pay specified in rule 3 do not apply shall be regulated in accordance with the appropriate orders in force immediately before the commencement of these rules.

**6. Withholding of increments.**—(1) The State Government may withhold for such time as it may direct an increment due to any direct recruit who has failed to pass the departmental examination or examinations within such time as the State Government may, by general or special order, prescribe, but the withholding of such increments shall have no cumulative effect.

(2) Where an efficiency bar has been prescribed in the junior time-scale of pay, the increment next above the bar shall not be given to a member of the Service without the specific sanction of the authority competent to withhold increment:

Provided that the application of the efficiency bar in the junior time-scale shall not affect the pay of a member of Service in the senior time-scale of pay, wherein his pay

shall be regulated according to his length of service.

**7. Grant of advance increments.**—The State Government shall sanction the second and the third increments due to a direct recruit as soon as he passes the prescribed departmental examination or examinations irrespective of his length of service, after which he shall be entitled to draw pay at the rate corresponding to his position in the time-scale.

*Explanation.*—For purposes of this rule the term ‘increment’ denotes actual increase in pay and not the actual stages on the time-scale.

**8. Pay of officers holding posts enumerated in Schedule III.**—Any member of the Service appointed to hold a post specified in Schedule III, shall, for so long as he holds that post, be entitled to draw the pay indicated for that post in the said Schedule:

Provided that no member of the Service shall at any time draw pay less than that which he is entitled to draw under rule 4 and rule 5:

Provided further that a member of the Service to whom any other special pay or pay above the time-scale was admissible under any order in force immediately before the commencement of these rules for holding posts specified in Schedule III shall, for so long as he holds the post, continue to draw the same pay.

**9. Pay of members of the Service appointed to posts not included in Schedule III.**—(1) No member of the Service shall be appointed to a post other than a post specified in Schedule III, unless the State Government concerned in respect of posts under its control, or the Central Government in respect of posts under its control, as the case may be, makes a declaration that the said post is equivalent in status and responsibility to a post specified in the said Schedule.

(2) The pay of a member of the Service on appointment to a post not specified in Schedule III shall be the same as he would have been entitled to, had he been appointed to the post to which the said post is declared equivalent.

**10. Power to exempt.**—The Central Government may, with the concurrence of the State Government concerned, exempt any officer of a State Police Service included in List II or List III prepared by the Special Recruitment Board under the Indian Police Service (Extension to States) Scheme, and appointed to the Indian Police Service, from all or any of the provisions of these rules.

**11. Amendment of Schedule.**—The Central Government may, after consultation with the State Government concerned, amend Schedule III.

**12. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**13. Repeal and Saving.**—Any rules corresponding to these rules and in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

## SCHEDULE II

[See rules 4(2) and 5(2)].

### SCALES OF PAY FOR THE INDIAN POLICE SERVICE.

Year of Service	Junior Scale	Senior Scale
	Rs.	Rs.
	(Monthly rates of pay).	
1st	350	600
2nd	350	600
3rd	380	600
4th	380	600
5th	410	600
6th	440	600
7th	470	640
8th	500	680
9th	530	720
10th	560	760
11th	590	800
	Efficiency Bar	
12th	620	840
13th	650	880
14th	680	920
15th	710	960
16th	740	1,000
17th	770	1,000
18th	810	1,050
19th	850	1,050
20th		1,100
21st		1,100
22nd		1,150
& over		
Selection Grade		1,250

## SCHEDULE I

### PRINCIPLES OF PAY FIXATION OF PROMOTED OFFICERS ON APPOINTMENT TO THE INDIAN POLICE SERVICE—[See RULE 4]

In this Schedule, the term—

- (i) 'actual pay' means the pay whether in the ordinary time-scale or in the selection grade to which an officer of a State Police Service is entitled by virtue of his substantive position in the cadre of that service; and
- (ii) 'assumed pay' means the pay which an officer of a State Police Service officiating in a selection grade would be drawing on the ordinary time-scale of the service if he had not been officiating in the selection grade.

*Section I: Fixation of initial pay of promoted officers falling under rule 4(3)*

(1) The initial pay of a promoted officer shall be fixed at the stage on the Indian Police Service senior time-scale next above the amount equal to his actual pay on the ordinary time-scale or assumed pay as the case may be, increased at the rate of one increment in the senior time-scale of the Indian Police Service for every three years of service in the State Police Service, subject to a minimum of Rs. 150 and a maximum of Rs. 200.

Provided that:

- (i) where the amount arrived at after the addition of such maximum or minimum does not correspond to a stage in the senior time-scale of the Indian Police Service, the initial pay shall be fixed at the next higher stage of the scale, and
- (ii) for the purpose of this clause, service in the State Police Service shall include such service in a former State, now merged in the State concerned, as may be equated to service in the State Police Service by the Central Government in consultation with the State Government concerned.

*Explanation:* In the case of an officer whose actual or assumed pay, as the case may be, exceeds the minimum of the senior scale of the Indian Police Service, the rate of each increment admissible to him should be the same as the increment admissible in the senior scale of the Indian Police Service at the corresponding stage or if there is no such stage, at the next lower stage.

(2) The initial pay of a promoted officer who is substantive in the selection grade of the State Police Service shall be fixed at the stage on the Indian Police Service senior time-scale, next above his actual pay in the selection grade:

Provided that in cases where the pay in the senior time-scale of the Indian Police Service calculated in accordance with clause (1) is higher than that admissible under this clause, the promoted officer shall be entitled to such higher pay.

(3) A promoted officer who at the time of his appointment to the Indian Police Service was officiating in the selection grade of the State Police Service and whose initial pay in the senior time-scale of the Indian Police Service is fixed in accordance with clause (1), shall, in case his officiating pay in the selection grade is higher than his initial pay so fixed in the Indian Police Service, be entitled to a personal pay equal to the difference only if the officer has been officiating in or holding a post in the selection grade for a continuous period of one year at the time of his appointment to the Indian Police Service. This personal pay shall be absorbed in his future increments.

(4) The basic pay of a promoted officer shall not, in any case, be fixed below the minimum of the senior time-scale.

(5) Notwithstanding anything contained in any clause in this section the pay of a promoted officer in the Indian Police Service time-scale shall not, at any time, exceed the pay he would have



drawn on the Indian Police Service time-scale as a direct recruit on that date, if he had been appointed to the Indian Police Service on the date he was appointed to the State Police Service.

### ILLUSTRATIONS

The method to be followed in fixing the pay of a promoted officer under this Section is indicated below:

1. First write down the following facts in respect of the promoted officer:

- (a) Actual pay of the officer in the State Police Service or the assumed pay, as the case may be, in the State Police Service.
- (b) Completed years of service in the State Police Service.
- (c) Number of increments in the senior Indian Police Service time-scale calculated at the rate of one increment for every three years of service in the State Police Service.

II. Thereafter tabulate information in the following form and arrive at the pay in the Indian Police Service time-scale as indicated below:

	(A)	(B)	(C)	(D)
(a) Pay in the State Police Service . . . . .	390	530	560	630
(b) Completed years of service in the State Police Service . . . . .	7	14	18	20
(c) Number of increments . . . . .	2	4	6	6
(d) Amount of increments . . . . .	80	160	240	240
(e) Actual amount of increase subject to the minimum and maximum specified . . . . .	150	160	200	200
(f) Pay arrived at by addition of (a) & (e) . . . . .	540	690	760	830
(g) Stage at which pay should be fixed in the Senior Indian Police Service time-scale . . . . .	600	720	760	840

(A) is a clear case in which the minimum increase over the pay in the State Police Service scale results in a figure below Rs. 600 and the pay is, therefore, fixed at the minimum of the senior time-scale.

(B) illustrates how the amount of increments is to be calculated. When the result arrived at does not correspond to a stage in the Indian Police Service time-scale, the pay is to be fixed at the next higher stage.

(C) is a case where the prescribed maximum increase of Rs. 200 results in an amount equal to a stage in the Indian Police Service time-scale. The pay is then fixed at that stage and *not* at the next higher stage. This fixation at the same stage takes place only when the maximum increase of Rs. 200 leads to a stage in the senior time-scale.

(D) is a case where the maximum increase of Rs. 200 results in an amount which is not a stage in the senior time-scale. The pay in such a case is fixed at the next higher stage.

*Section II: Fixation of initial pay of promoted officers falling under rule 4(5)*

(1) In the case of a promoted officer, who has already officiated in a cadre post with the approval of the Central Government in consultation with the Union Public Service Commission prior to his appointment to the service, his pay shall be fixed at a stage not lower than the pay he drew in the senior scale of the Indian Police Service while last officiating in such a post.

(2) For the purpose of calculating one year's service at a given rate of pay for increments in the Indian Police Service under rule 5 of the rules, broken periods of officiating service at that rate of pay shall be taken into account.

*Section III: Fixation of initial pay of promoted officers falling under rule 4(5)*

(1) The initial pay of a State Police Service officer appointed to officiate in posts borne on the Indian Police Service cadre, shall be fixed in accordance with the principles enunciated in Section I:

Provided that if a promoted officer had already officiated before the date of commencement of these rules in a cadre post with the approval of the Central Government and in consultation with the Union Public Service Commission, his pay under this section shall be fixed at a stage not lower than the pay he drew in the senior scale of the Indian Police Service while last officiating in such a post.

(2) On any enhancement of his pay in the State Police Service as a result of an increment on the ordinary time-scale of the State Police Service, an officer of the State Police Service while officiating in a post carrying pay in the senior Indian Police Service scale shall be entitled to have his pay on the senior Indian Police Service time-scale recalculated in accordance with the principles laid down in Section I, on the basis of his enhanced pay in the State Police Service, and as if he was appointed to officiate in a post carrying pay in the senior Indian Police Service scale with effect from the date of such enhancement.

(3) If a State Police Service officer holding in an officiating capacity a post in the Indian Police Service is promoted substantively to the selection grade of the State Police Service, his pay in the senior Indian Police Service time-scale shall be refixed in accordance with the principles enunciated in Section I, as if he was appointed to officiate in a post carrying pay in the senior scale of the Indian Police Service with effect from the date of such enhancement.

(4) Increments of pay on the Indian Police Service senior time-scale shall be granted to a State Police Service officer holding a post carrying pay in the senior time-scale of the Indian Police Service in an officiating capacity, on completion of one full year's service on any stage of that scale, unless his pay on the Indian Police Service senior time-scale is refixed before then at the next higher stage under (2) or (3) above.

Provided that for purposes of calculating one year's service under this clause:

- (i) broken periods of officiating service on a particular rate of pay shall be taken into account;
- (ii) leave taken during officiation in a post on the senior time-scale of the Indian Police Service shall not be treated as a break if on the expiry of the leave the officer returns to the same post or a similar post on the same rate of pay and Government certify that but for proceeding on leave the officer would have continued in the Indian Police Service post; and
- (iii) foreign service rendered by an officer during such officiation shall not constitute a break if the State Government certify that but for being on foreign service the officer would have continued to officiate in the same Indian Police Service post or a similar post on the same rate of pay

## SCHEDULE III

*A.—Posts carrying pay above the time-scale pay of the Indian Police Service under the State Governments*

State	Particulars of Posts	Pay/Scale of Pay.
Andhra	Inspector General of Police	1850—100—2250
	Deputy Inspectors General of Police	1450—50—1650
Assam	Inspector General of Police	1850—100—2250
	Deputy Inspectors General of Police	1450—50—1650
Bihar	Inspector General of Police	1850—100—2250
	Deputy Inspectors General of Police (Range)	1450—50—1650
	Deputy Inspector General of Police Criminal Investigation Department	1450—50—1650
Bombay	Inspector General of Police	1850—100—2250
	Commissioner of Police, Bombay	1650—75—1950
	Deputy Inspectors General of Police (including Deputy Inspector General of Police C.I.D.)	1450—50—1650
Madhya Pradesh	Inspector General of Police	1850—100—2250
	Deputy Inspectors General of Police	1450—50—1650
Madras	Inspector General of Police	1850—100—2250
	Commissioner of Police	1450—50—1650
	Deputy Inspector General of Police (Range)	1450—50—1650
	Deputy Inspector General, Railways and C.I.D.	1450—50—1650
		<i>Plus Rs. 100/- Special Pay.</i>
Orissa	Inspector General of Police	1850—100—2250
	Deputy Inspectors General of Police for Ranges	1450—50—1650
	Deputy Inspector General of Police, C. I. D.	1450—50—1650
Punjab	Inspector General of Police	1850—100—2250
	Deputy Inspectors General of Police, Ranges	1450—50—1650
	Deputy Inspector General, C. I. D.	1450—50—1650
	Deputy Inspector General, Punjab Armed Police	1450—50—1650
Uttar Pradesh	Inspector General of Police	1850—100—2250
	Deputy Inspectors General, Ranges	1450—50—1650
	Deputy Inspector General, Provincial Armed Constabulary and Training	1450—50—1650
	Deputy Inspector General, Headquarters	1450—50—1650
	Deputy Inspector General, C. I. D.	1450—50—1650

State	Particulars of Posts	Pay/Scale Pay.
West Bengal	Inspector General of Police	1850—100—2250
	Commissioner of Police, Calcutta	1650—75—1950
	Deputy Inspector General of Police	1450—50—1650
Hyderabad	Inspector General of Police	1850—100—2250
	Deputy Inspectors General of Police	1450—50—1650
	Commissioner, City Police.	1450—50—1650
Madhya Bharat	Inspector General of Police	1650—75—1950
	Deputy Inspectors General of Police	1450—50—1650
Mysore	Inspector General of Police	1650—75—1950
	Deputy Inspectors General of Police	1450—50—1650
Patiala and East Punjab States Union.	Inspector General of Police	1650—75—1950
Rajasthan	Inspector General of Police	1650—75—1950
	Deputy Inspectors General of Police	1450—50—1650
Saurashtra	Inspector General of Police	1450—50—1650
Travancore-Cochin	Inspector General of Police	1650—75—1950
	Deputy Inspector General of Police	1450—50—1650
Vindhya Pradesh	Inspector General of Police	1450—50—1650

*Explanation.*—(I) In the case of Part 'B' States and the State of Vindhya Pradesh, it shall be open to the Central Government, in consultation with the Governments of the States concerned, for a period of five years from the date of commencement of these rules, to prescribe any limit as regards the length of service of a member of the Service entitling him to the pay or scale of pay specified against the posts enumerated in this Schedule.

(II) Where any member of the Service in Part 'B' States and the State of Vindhya Pradesh, appointed to hold any of the posts enumerated in this Schedule does not possess the minimum length of service prescribed by the Central Government under clause (I) of this *Explanation*, such member while holding any such post shall be entitled to draw such special pay in addition to his pay in the time-scale as the Central Government may, in consultation with the State Government concerned, determine.

### SCHEDULE III

*Posts carrying pay in the senior time-scale of the Indian Police Service under the State Governments including posts carrying special pays in addition to pay in the time-scale.*

(1) The number of posts in the selection grade in a State Cadre shall be equal to twenty per centum of the total number of senior duty posts borne on that cadre reduced by the number of posts carrying pay above the time-scale.

(2) The State Governments concerned shall be competent to grant a special pay for any of the posts specified in this Part of the Schedule either individually or with reference to a group or class of such posts.

(3) The amount of any special pay which may be sanctioned by the State Governments concerned under clause (1) shall be Rs. 100, Rs. 150 or Rs. 200 as may, from time to time, be determined by the State Governments concerned.

(4) Posts in the junior time-scale of the Service have not been specified in the Schedule but it shall be within the competence of the State Governments concerned to sanction any special pay to be attached to such posts.

STATE	PARTICULARS OF POSTS
-------	----------------------

*Andhra:*

Assistant Inspector General of Police.  
Superintendents of Police of Districts.  
Superintendent of Police, Railway Police.  
Superintendent of Police, Special Branch, C.I.D.  
Superintendent of Police, Crime and X Branch, C.I.D.  
Principal, Police Training College.

*Assam:*

Assistant Inspector General of Police.  
Special Superintendent of Police, C.I.D.  
Principal, Police Training College.  
Commandants, Assam Police Battalions.  
Special Superintendent of Police, Intelligence Branch and Anti-Corruption Branch.  
Superintendents of Police (including 3 Additional Superintendents of Police for Kamrup, Cochar, and Lakhimpur).

*Bihar:*

Assistants to the Inspector General of Police.  
Assistants to the Deputy Inspector General of Police, C.I.D.  
Superintendents of Police.  
Principal, Police Training College.  
Superintendents of Railway Police.  
Commandants, Military Police.  
Superintendent of Police (in the office of the Inspector-General of Police).

*Bombay:*

Deputy Commissioners of Police, Bombay.  
Assistant to the Inspector General of Police.  
Assistants to the Deputy Inspector General of Police, C.I.D.  
Superintendents of Police.  
Superintendents of Railway Police.  
Principal, Police Training School.  
Additional District Superintendent of Police, Ahmedabad.

*Madhya Pradesh:*

Assistants to the Inspector General of Police.  
District Superintendents of Police.  
Additional Deputy Superintendents of Police.  
Superintendents, Railway Police.  
Principal, Police Training School.  
Commandants, Special Armed Force.

*Madras:*

Deputy Commissioners of Police (Law and Order; Crime Branch; and Traffic and Licensing, Madras City).  
Assistant Inspector General of Police.

Superintendents of Police, C.I.D. (Crime and X Branch and Special Branch).

Principal, Police Training College.

Commandant, Malabar Special Police.

Superintendent, Railway Police, Tiruchinapalli.

District Superintendents of Police, (Malabar; South Kanara; Nilgiris; Coimbatore; Salem; Tiruchirapalli; Chingleput; North Arcot; South Arcot; Tanjore; Ramanatrapuram; Tirunelveli; Madurai (North); and Madurai (Urban).

*Orissa:*

Assistants to the Inspector General of Police

Superintendent of Police, Special Branch.

Superintendent of Police, Crime Branch.

Superintendents of Police for Districts.

Additional Superintendents of Police.

Principal, Police Training College.

*Punjab:*

Superintendents of Police.

Additional Superintendents of Police, Ferozepore (2 for District and 1 for Punjab Armed Police).

Additional Superintendents of Police, Amritsar (1 for District and 1 for Punjab Armed Police).

Assistant Inspector General of Police (Headquarters).

Assistant Inspector General of Police (Technical and Training).

Assistant Inspector General of Police (Traffic).

Assistant Inspector General of Police (Railway).

Superintendents of Police, C.I.D.

Adjutant, Punjab Armed Police.

Principal, Police Training School.

Officer-in-Charge, Special Inquiry Agency.

Superintendent of Police, Punjab Armed Police (Border).  
Gurdaspur.

*Uttar Pradesh:*

Assistant Inspector General of Police.

Assistant Inspector General of Police, Railway.

Superintendents of Police in charge of one Revenue District each.

Superintendents of Police in charge of two Revenue Districts each (Nainital-Almora; Garhwal-Bijnor; Dehra-Dun-Tehri Garhwal).

Superintendent of Police, Headquarters.

Superintendent of Police, Kanpur City.

Additional Superintendents of Police (KABAL and Meerut towns).

Superintendents of Police, C.I.D.

Superintendent of Police, C.I.D. (Scientific Section).

Principal, Police Training College, Moradabad.

Commandant, Provincial Armed Constabulary Battalions.

*West Bengal:*

Deputy Commissioner of Police, Headquarters.

Deputy Commissioner of Police, Detective.

Deputy Commissioner of Police, North.  
 Deputy Commissioner of Police, South.  
 Deputy Commissioner of Police, Special Branch.  
 Deputy Commissioner of Police, Port Police.  
 Deputy Commissioner of Police, Public Vehicles Department.  
 Deputy Commissioner of Police, Central.  
 Deputy Commissioner of Police, Receivership.  
 Deputy Commissioner of Police, Armed Police.  
 Deputy Commissioner of Police, Security Control.  
 Deputy Commissioner of Police, Traffic.  
 Superintendents of Police for Districts.  
 Additional Superintendents of Police.  
 Special Superintendent of Police, C.I.D.  
 Special Superintendent of Police, I.B.  
 Superintendents of Police, Railway.  
 Principal, Police Training College.  
 Assistant Inspectors General of Police.  
 Commandant, Eastern Frontier Rifles.  
 Commandants Special Armed Police Battalions.

*Hyderabad :*

Assistants to the Inspector General of Police.  
 Superintendents of Police, Headquarters C.P.L. Amberpet.  
 Principal, Police Training School.  
 Superintendents of Police, C.I.D. (Special Branch; Crime Branch; and X Branch).  
 Superintendent of Police, Railway.  
 Deputy Commissioner of Police, Law and Order, City.  
 Deputy Commissioner of Police, Crimes, City.  
 Deputy Commissioner of Police, Special Branch, City.  
 Deputy Commissioner of Police, Traffic, City.  
 Deputy Commissioner of Police, (Armed Reserve) Headquarters City.  
 District Superintendents of Police.

*Madhya Bharat :*

District Superintendents of Police (including Assistant to the Inspector General of Police).

*Mysore :*

Superintendents of Police of Districts.  
 OTHER SENIOR DUTY POSTS (Out of the posts specified below 4 posts are to be held by cadre officers at a time):—  
 Superintendents of Police, Bangalore South and Bangalore North.  
 Special Superintendent of Police, Kolar Gold Field.  
 Superintendent of Police, Mysore Armed Reserve Police.  
 Headquarters Assistant to the Inspector General of Police.  
 Assistants to the Director of Efficiency Audit and Anti-Corruption Measures.  
 Principal, Police Training School.  
 Superintendent of Police, Railways.

*Patiala and East Punjab States Union :*

Assistant Inspector General of Police.  
 Superintendents of Police for Districts.

Assistant Inspector General of Police, Anti-Corruption and Government Railway Police.

*Rajasthan :*

Assistant Inspector General of Police, Headquarters.  
 Superintendent of Police, C.I.D.  
 Superintendent of Police, I.B.  
 Superintendents of Police for Districts.  
 Principal, Police Training School.  
 Additional Superintendents of Police (Jaipur; Jodhpur; Udaipur and Jaisalmer).  
 Commandant, R.A.C.

*Saurashtra :*

Personal Assistant to the Inspector General of Police.  
 Superintendents of Police for Districts.  
 Superintendent of Police, C.I.D.  
 Superintendent of Police, Railways.

*Travancore-Cochin :*

District Superintendents of Police.

*Vindhya Pradesh :*

Deputy Inspector General of Police.  
 Superintendent of Police, C.I.D.  
 Commandant, S.A.F.  
 Superintendents of Police for Districts.

SCHEDULE III

*C.—Posts carrying pay above the time-scale or special pay in addition to pay in the time-scale under the Central Government when held by members of the Service.*

Office or State	Particulars of posts	Pay/Scale of Pay	Special Pay
Intelligence Bureau	Director . . . . .	2500	..
	Deputy Directors . . . . .	D I.G's scale	200
	Assistant Directors . . . . .	Senior scale	300
	Central Intelligence Officers . . . . .	Senior scale	200
Special Police Establishment	Inspector General of Police . . . . .	1850—100—2250	..
	Superintendents of Police . . . . .	Senior scale	200
	Assistant Inspector General of Police . . . . .	Senior scale	200
Central Police Training College	Commandant . . . . .	1850—100—2250	..
	Assistant Commandant . . . . .	Senior scale	200
Delhi State	Inspector General of Police . . . . .	1850—100—2250	..
	Senior Superintendent of Police . . . . .	Senior scale	200
	Superintendent of Police, C. I. D. . . . .	Senior scale	150
	Superintendents of Police . . . . .	Senior scale	..
Ajmer State	Deputy Inspector General of Police . . . . .	1450—50—1650	..
	Superintendent of Police . . . . .	Senior scale	..
	Superintendent of Police, Railway Police . . . . .	Senior scale	100



Office or State	Particulars of posts	Poy/Scale of Pay	Special Pay
Andaman & Nicobar.	Superintendent of Police	Senior scale	33 1/3% of Grade pay (subject to a maximum of Rs. 300).
Coorg	Superintendent of Police	Senior scale	..
Bhopal	Inspector General of Police of the status of Selection Grade Superintendent of Police	1250	..
	Superintendent of Police	Senior scale	..
Tripura	Superintendent of Police	Senior scale	..
	Commandant, Armed Police	Senior scale	..
Manipur	Superintendent of Police	Senior scale	..
Kutch	Superintendent of Police	Senior scale	..
Himachal Pradesh	Inspector General of Police	Senior scale	..
Railways	Chief Security Officers, Watch & Ward	D. I. G's. scale	200

### THE ALL INDIA SERVICES (TRAVELLING ALLOWANCES) RULES, 1954

**No. 28/1/54-AIS(H).**—In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

**1. Short title.**—These rules may be called the All India Services (Travelling Allowances) Rules, 1954.

**2. Definitions.**—In these rules, unless the context otherwise requires—

- (a) "Government" means in the case of a member of the Service serving in connection with the affairs of the Union, the Central Government, and in the case of a member of the Service serving in connection with the affairs of a State, the Government of that State.
- (b) "member of the Service" means a member of the Indian Administrative Service or the Indian Police Service, as the case may be.

**3. Regulation of travelling allowance.**—Every member of the Service shall be entitled to the highest class of accommodation (which does not include air-conditioned accommodation in the case of travel by railway) for travel. In all other respects the travelling allowance admissible to such member and the conditions in which those allowances are payable shall be regulated by the appropriate rules of the Government under whom he is serving for the time being:

Provided that Government may, by general or special order, regulate the entitlement of a member of the Service to travel by air-conditioned accommodation:

Provided further that in the absence of first class accommodation on any particular train, a member of the Service

may, at his option, travel by air-conditioned accommodation, and shall, when so travelling, be entitled to draw rail fare at the presumptive first class rate, in addition to such allowance for incidental expenses of the journey as may be admissible under the appropriate rules aforesaid.

**4. Travelling allowances on transfer or deputation.**—The travelling allowances of a member of the Service who is serving under one Government shall, on transfer or deputation for service under any other Government, be governed by the rules of the Government under whom he is transferred or deputed to serve unless by a special or general order of the Government, he continues to be governed by the rules of the Government under whom he was serving before such transfer or deputation.

**5. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**6. Repeal and Saving.**—All rules corresponding to these rules in force immediately before the commencement of these rules and applicable to members of the Service are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

### THE ALL INDIA SERVICES (MEDICAL ATTENDANCE) RULES, 1954.

**No. 6/1/54-AIS(II).**—In exercise of the powers conferred by subsection (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

**1. Short title and application.**—(1) These rules may be called the All India Services (Medical Attendance) Rules, 1954.

(2) Subject to Article 314 of the Constitution they apply to members of the Service while they are on duty or on leave or under suspension, within India, provided that these rules shall cease to apply to such members as soon as the Contributory Health Service Scheme is introduced in stations to which they are for the time being posted.

**2. Definitions.**—In these rules, unless the context otherwise requires—

- (a) “authorised medical attendant” means the principal medical officer appointed by the Government to attend its officers in the station or district to which the member of the Service is posted:

Provided that if there is no principal medical officer appointed by the Government for the station at which or the district in which the member of the Service falls ill, the principal medical officer shall be the officer appointed by the Government of the State in which the station or district is situated;

- (b) "Contributory Health Service Scheme" means any approved scheme of free medical attendance and treatment of servants of the Government and the members of their families in return for such monthly contribution by every servant of the Government as may, from time to time, be determined by the Government;
- (c) "family" means the wife, or husband, children and step-children of a member of the Service, wholly dependent upon him or her, as the case may be;
- (d) "Government" means in the case of a member of the Service serving in connection with the affairs of the Union, the Central Government, and in the case of a member of the Service serving in connection with the affairs of a State, the Government of that State;
- (e) "Government hospital" includes a military hospital, any railway hospital notified in this behalf by the Central Government, a hospital maintained by a local authority and any other hospital with which arrangements have been made by the Government for the treatment of its officers;
- (f) "medical attendance" means attendance in a Government hospital or at the residence of a member of the Service or at the consulting room maintained by the authorised medical attendant by arrangement with him and includes:
  - (i) such pathological, bacteriological radiological or other methods of examination for the purposes of diagnosis as are available in any Government hospital or laboratory in the State and are considered necessary by the authorised medical attendant; and
  - (ii) such consultation with any other medical officer or specialist in the service of the Government as the authorised medical attendant certifies to be necessary, to such extent and in such manner as the medical officer or the specialist may, in consultation with the authorised medical attendant, determine;
- (g) "member of the Service" means a member of the Indian Administrative Service or the Indian Police Service as the case may be;
- (h) "nurse" means a qualified nurse holding a certificate or a diploma recognised by the Chief Administrative Medical Officer of the State or a registered nurse in a State in which there is statutory provision for the registration of nurses;
- (i) "patient" means a member of the Service who requires medical attendance and treatment;
- (j) "State" means the State in which a member of the Service falls ill;
- (k) "treatment" means the use of all medical and surgical facilities available at the Government hospital in which a patient is treated, and includes--

- (i) the employment of such pathological, bacteriological, radiological or any other methods as are considered necessary by the authorised medical attendant;
- (ii) dental treatment where the diagnosis of the physiological or other disability from which a patient is suffering indicates that the teeth are the real source of disturbance provided it is of a major kind such as treatment of a jaw bone disease, wholesale removal of teeth etc.;

*Explanation.*—Surgical operations needed for the removal of odontomes and impacted wisdom-tooth also fall under the category of dental treatment of a major kind. Treatment of gum boils comes under oral surgery of the mouth and as such it is admissible under the rules. Treatment for pyorrhoea and gingivitis of teeth is however not covered.

- (iii) the supply of such medicines, vaccines, sera or other therapeutic substances as are ordinarily available in Government hospitals in the State;
- (iv) the supply of such medicines, vaccines, sera or other therapeutic substances not ordinarily so available as the authorised medical attendant may certify in writing to be essential for the recovery or for the prevention of serious deterioration in the condition of the patient;
- (v) such accommodation as is ordinarily provided in the hospital to which the patient is admitted and is suited to his status;
- (vi) the services of such nurses as are ordinarily employed by the hospital to which the patient is admitted;
- (vii) such special nursing as the authorised medical attendant may certify in writing to be essential for the recovery or for the prevention of serious deterioration in the condition of the patient having regard to the nature of the disease; and
- (viii) the medical attendance described in sub-clause (ii) of clause (f); but does not include diet, or provision at the request of the patient of accommodation superior to that described in sub-clause (v).

**3. Medical Attendance by authorised medical attendant.**—(1) A member of the Service shall be entitled free of charge to medical attendance by the authorised medical attendant.

(2) Where a member of the Service is entitled under sub-rule (1), free of charge, to medical attendance, any amount paid by him on account of such medical attendance shall, on production of a certificate in writing by the authorised medical attendant in this behalf, be re-imbursed to the member of the Service by the Government.

**4. Medical attendance and treatment of families of members of the Service.**—(1) The members of the family of a member of the Service shall be entitled at Government cost to medical attendance and treatment at a Government hospital on the scale and conditions

allowed to the member of the Service himself under these rules. This concession does not include medical attendance or treatment other than—

- (i) at a Government hospital; or
- (ii) at the consulting room maintained by the authorised medical attendant by arrangement with him:

Provided that in serious cases where the authorised medical attendant considers removal of the member of the family to the hospital dangerous or injurious to life, medical attendance and treatment at the residence shall be allowed.

(2) No travelling allowance shall be allowed to members of the families for any journey performed to consult the authorised medical attendant. Such travelling allowance shall, however, be admissible in respect of a journey performed for consulting a Government specialist outside the district or State.

(3) Medical attendance and treatment, referred to in sub-rule (1), shall include confinement in a hospital and pre-natal and post-natal treatment of the wife of a member of the Service.

**5. Travelling Allowances.**—(1) When the place at which a patient falls ill is not the headquarters of the authorised medical attendant,—

- (a) the patient shall be entitled to travelling allowance for the journey to and from such headquarters; or
- (b) if the patient is too ill to travel, the authorised medical attendant shall be entitled to travelling allowance for the journey to and from the place where the patient is:

Provided that a patient shall not be entitled to travelling allowance for a journey for attendance by a dentist or an oculist.

(2) An application for travelling allowance under sub-rule (1) shall be accompanied by a certificate in writing by the authorised medical attendant stating that medical attendance was necessary and, if the application is under clause (b) of that sub-rule, that the patient was too ill to travel.

**6. Medical attendance by person other than authorised medical attendant.**—(1) If the authorised medical attendant is of opinion that the case of a patient is of such a serious or special nature as to require medical attendance by some person other than himself, he may, with the approval of the Chief Administrative Medical Officer of the State (which shall be obtained beforehand unless the delay involved entails danger to the health of the patient)—

- (a) send the patient to the nearest specialist or other medical officer (in the State) as provided for in clause (f) of rule 2, by whom, in his opinion, medical attendance is required for the patient; or
- (b) if the patient is too ill to travel, summon such specialist or other medical officer to attend upon the patient.

(2) Where a patient is sent to a specialist or other medical officer under clause (a) of sub-rule (1), he shall, on production of a certificate in writing by the authorised medical attendant in this behalf, be entitled to travelling allowance for the journey to and from the headquarters of the specialist or other medical officer.

(3) A specialist or other medical officer summoned under clause (b) of sub-rule (1) shall, on production of a certificate in writing by the authorised medical attendant in this behalf, be entitled to travelling allowance for the journey to and from the place where the patient is.

**7. Hospitals at which treatment may be received and reimbursement therefor.**—(1) Every member of the Service shall be entitled free of charge, to treatment—

(a) in such Government hospital in the station or district where he falls ill as can, in the opinion of the authorised medical attendant, provide the necessary and suitable treatment; or

(b) if there is no such hospital as is referred to in clause (a), in such hospital other than a Government hospital in that station or district as may, in the opinion of the authorised medical attendant, provide the necessary and suitable treatment; or

(c) if there is no such hospital as is referred to in clauses (a) and (b), in such hospital in the State as may, in the opinion of the authorised medical attendant, provide the necessary and suitable treatment;

Provided that where in any exceptional case the authorised medical attendant is of opinion that the necessary and suitable treatment is available only in a hospital outside the State (but within India), he may, with the approval of the Chief Administrative Medical Officer of the State (which shall be obtained beforehand unless the delay involved entails danger to the health of the patient), send the patient for treatment in such hospital.

(2) Where a member of the Service is entitled under sub-rule (1), free of charge, to treatment in a hospital, any amount paid by him on account of such treatment shall, on production of a certificate in writing by the authorised medical attendant in this behalf, be reimbursed to the member of the Service by the Government:

Provided that where special nursing forms a part of such treatment, the amount to be reimbursed in respect of such special nursing shall be limited to the amount which is in excess of 25 *per cent.* of the pay of the member of the Service for the period of special nursing.

**8. Treatment at residence.**—(1) If the authorised medical attendant is of opinion that owing to the absence or remoteness of a suitable hospital or to the severity of the illness, a member of the Service cannot be given treatment as provided in sub-rule (1) of rule 7, he may receive treatment at his residence.

(2) Where a member of the Service is receiving treatment at his residence under sub-rule (1), he shall be entitled to receive towards the cost of the treatment incurred by him a sum equivalent to the

cost of such treatment as he would have been entitled to receive, free of charge, under these rules if he had not been treated at his residence.

(3) A claim for any amount admissible under sub-rule (2) shall be accompanied by a certificate in writing by the authorised medical attendant, stating—

- (a) his reasons for the opinion referred to in sub-rule (1);
- (b) the amount of the cost of similar treatment referred to in sub-rule (2).

**9. Charges for services other than medical attendance to be paid.—**

(1) Any charge for services rendered in connection with, but not included in, medical attendance on, or treatment of, a patient entitled, free of charge, to medical attendance or treatment under these rules, shall be determined by the authorised medical attendant and paid by the patient.

(2) If any question arises as to whether any service is included in medical attendance or treatment, it shall be referred to the Government whose decision thereon shall be final.

**10. Countersignature of certificate for reimbursement of travelling allowances.—**The Government may by general or special order, direct that any certificate required by these rules to be given by the authorised medical attendant and the controlling officer for the purpose of travelling allowance of a patient shall be countersigned by the Chief Administrative Medical Officer of the State.

**11. Transfer to foreign service.—**No member of the Service shall be transferred to foreign service unless the foreign employer undertakes to afford to him, so far as may be, privileges not inferior to those to which he would be entitled under these rules if he had been employed in the service of the Government:

Provided that this rule shall not apply in the case of a transfer of a member of the Service at his own request or when the member of the Service makes a specific request in writing that the provisions of this rule need not apply in his case.

**12. Injuries due to civil disturbances.—**(1) A member of the Service serving in a disturbed area shall be deemed as being on duty continuously and any injury received by him as a result of the disturbance shall be deemed as having been received in the course of such duty, unless the facts of the case give a clear indication to the contrary.

(2) When a member of the Service receives any injury while on duty in connection with the disturbance, he shall be entitled to medical attendance and treatment specified in clauses (f) and (k) of rule 2, free of charge.

(3) A member of the Service on leave in a disturbed area is also entitled to the concessions outlined in sub-rule (2) above, if it is established that he was attacked and injured because of his being a Government servant.

**13. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**14. Saving.**—Nothing in these rules shall be deemed to—

- (i) entitle a member of the Service to reimbursement of any cost incurred in respect of medical services obtained by him, or to travelling allowance for any journey performed, by him otherwise than as expressly provided in these rules, or
- (ii) prevent the Government from granting to a member of the Service any concession relating to medical treatment or attendance or travelling allowance for any journey performed by him which is not authorised by these rules.

### **THE ALL INDIA SERVICES (COMPENSATORY ALLOWANCE) RULES, 1954.**

**No. 20/1/54-AIS(II).**—In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

**1. Short title.**—These rules may be called the All India Services (Compensatory Allowance) Rules, 1954.

**2. Definitions.**—In these rules, unless the context otherwise requires—

- (a) “compensatory allowance” means an allowance granted to meet personal expenditure necessitated by the special circumstances in which duty is performed, but it does not include dearness allowance, sumptuary allowance, or any other allowance which is regulated by separate rules made from time to time under the All-India Services Act, 1951 (LXI of 1951);

*Explanation.*—Rent free accommodation shall be treated as compensatory allowance for purposes of these rules.

- (b) “Government” means in the case of a member of the Service serving in connection with the affairs of the Union, the Central Government, and in the case of a member of the Service serving in connection with the affairs of a State, the Government of that State; and
- (c) “member of the Service” means a member of the Indian Administrative Service or a member of the Indian Police Service, as the case may be.

**3. Regulation of compensatory allowance.**—The grant of a compensatory allowance admissible to a member of the Service and the conditions subject to which it may be granted shall be regulated by such general or special order of the Government under whom such member is for the time being serving as may, from time to time, be made by that Government.

**4. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.



## THE INDIAN POLICE SERVICE (UNIFORM) RULES, 1954.

**No. 13/2/54-AIS(II).**—In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

**1. Short title.**—These rules may be called the Indian Police Service (Uniform) Rules, 1954.

**2. Definitions.**—In these rules, unless the context otherwise requires—

(a) 'Government' in relation to a member of the Service means the Government of the State on whose cadre such member is borne;

(b) 'Service' means the Indian Police Service.

**3. Specification of uniform.**—The uniform to be worn by a member of the Service shall, subject to the provisions of rule 6, be the same as specified in the Schedule to these rules (hereinafter referred to as 'the uniform'):

Provided that a person who was a member of the Service immediately before the commencement of these rules shall not be required to provide himself with any article of the uniform, until the corresponding article of his uniform equipment in use at such commencement is worn out or until he receives his next grant for the upkeep of the uniform, whichever is earlier.

**4. Grant for uniform.**—(1) Every member of the Service shall, on appointment thereto, be entitled to receive from the Government an initial grant of one thousand rupees and, at each interval of five years thereafter, a renewal grant of five hundred rupees towards the cost and maintenance of his uniform:

Provided that the Government may withhold any such grant from a member of the Service who is due to retire within two years of the date when the grant is due:

Provided further that where an officer of a State Police Service is appointed to the Service and the Government certify that a substantially large number of articles constituting the uniform of such officer are common with those prescribed for members of the Service under these rules, such officer shall, on appointment to the Service, be entitled to receive only a sum equal to the difference between the uniform grant admissible under this rule and the uniform grant last drawn by him as an officer of the State Police Service and the period of five years for the purpose of the next grant under this rule shall, in his case, be computed from the date on which the uniform grant was last drawn by him as such officer.

(2) The Central Government may at any time, in consultation with the State Governments concerned, alter the amount of uniform grant admissible under this rule.

**5. Grant for horse and saddlery.**—(1) Every member of the Service on appointment thereto and at each interval of seven years thereafter shall, if the Government considers that he should maintain or, as the case may be, continue to maintain a horse, be entitled to receive a grant not exceeding one thousand and two hundred rupees towards the cost of the horse and saddlery:

Provided that

- (a) no such grant shall be renewed unless the member of the Service certifies that he maintains and has ordinarily maintained a horse for the past seven years:
- (b) the Government may withhold any such grant from a member of the Service who is due to retire within five years of the date when the grant is due.

(2) The size of the horse maintained shall not be less than 14·2 hands in height.

(3) No member of the Service, who has received the grant under sub-rule (1), shall, without the previous permission of the Government, part with the possession of, sell or pledge the horse.

(4) Every member of the Service who maintains a horse from the grant received under sub-rule (1), shall have the horse insured at his own cost.

**6. Modifications in the working dress.**—The Central Government after consultation with the State Government concerned, may, from time to time, make such modification in the working dress which a member of the Service may wear while engaged in work of an informal character as local circumstances may require.

**7. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**8. Repeal and Saving.**—Any rules corresponding to these rules in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provision of these rules.

### SCHEDULE

**1. Review Order.**—When officers are not on mounted duty this consists of peak cap, jacket, whistle and lanyard, slacks of the same material as the jacket, brown ankle-boots/shoes, khaki shirts, blue tie, khaki socks, Sam Browne belt and sword, medals and decorations. When on mounted duty this consists of peak cap, jacket, whistle and lanyard, breeches, field boots, spurs, khaki shirts, blue tie, khaki socks, Sam Browne belt and sword, medals and decorations.

These shall be worn on all State ceremonies (e.g. public arrivals and departures of the President, or the Governor, or the Rajpramukh presentation of Guards of Honour on such occasions) at ceremonial parades or whenever full dress is ordered.

2. **Working Dress.**—This consists of peak cap, jacket, whistle and lanyard, slacks, shoes/ankle-boots, khaki socks, khaki shirt, blue tie, cloth belt of the same material as the jacket or Sam Browne belt when a revolver is carried and ribbons.

This shall be worn when meeting or escorting or keeping the line of road clear for the President or the Governor or the Rajpramukh private arrivals and departures and on all occasions when an officer is on duty except when he is permitted to use informal working dress.

Revolver shall be worn only when escorting or keeping the line of road clear.

3. **Informal Working Dress.**—This consists of peak cap, or army tented club topee, shirt and Sam Browne belt or bush shirt with cloth belt, socks or stockings, shorts or slacks, and shoes or ankle-boots. This dress shall not be worn on formal occasions of any sort. It may be worn in office, at inspections, conferences, meetings, when appearing in court to give evidence, on tours and for ordinary parades.

When wearing shorts, ankle putties and hose-tops and boots will be worn on parade: stockings and shoes may be worn on other occasions.

When wearing informal dress at the time of riots, dacoit operations and such other duties, embroidered badges of rank, worked in dark blue silk thread, may be worn.

4. **Head Dress.**—Peak cap, khaki gaberdine (whenever khaki is mentioned the shade will be spinners Vigan No. 1)  $4\frac{1}{2}$ " total depth, diameter across the top  $10\frac{3}{8}$ " for a cap fitting  $21\frac{1}{4}$ " in circumference the top to be  $1/8$ " larger or smaller in diameter for every  $\frac{1}{4}$ " by which the cap may vary in size of head above or below the before mentioned standard, e.g., for a cap  $22\frac{1}{4}$ " in circumference, the diameter across the top to be  $10\frac{5}{8}$ " and for a cap 21" in circumference, the diameter to be 10". The sides to be made in four pieces and to be  $2\frac{1}{8}$ " deep between the welts. Indian Police Service pattern badges of silver metal to be worn in the centre of the band in front. The cap to be set up on a band of stiff leather or other material  $1\frac{3}{4}$ " deep. Chin strap of brown leather  $3/8$ " wide buttoned on to two gorget buttons of the Indian Police Service pattern placed immediately behind the corners of the peak.

As an alternative to the peak cap, officers may wear pagri of khaki silk or muslin. Officers of the rank of D.I.G. and above will wear a dark blue band with the badge appropriate to their rank.

The Director, Intelligence Bureau, Government of India, Inspectors General of Police, Deputy Directors, Intelligence Bureau, Commissioners of Police, Deputy Inspectors General of Police, Deputy Commissioners of Police and Superintendents of Police who are entitled to wear the State Emblem and two stars, will wear a dark blue band of woollen material to be placed between the two lower welts with silver embroidered Indian Police Service crest. Chin strap of brown leather. Officers of the rank entitled to wear a blue band and embroidered crest on their peak caps will, if wearing pagri, wear a similar blue band and embroidered crest on the pagri.

5. **Jacket.**—Khaki drill (during hot weather) and woollen khaki gaberdine (during cold weather) single breasted, cut as lounge coat to the waist, very loose at the chest and shoulders but fitted at the waist, military skirt to bottom edge. A silver plated hook on each side at the waist. Length as in ordinary civilian lounge coat i.e., covering the seat. Collar to be cut as in an ordinary civilian lounge coat. Two crosspatch breast pockets above,  $6\frac{1}{2}$ " wide and  $7\frac{1}{2}$ " deep to the top of the flap, with a  $2\frac{1}{4}$ " box pleat in the centre fastened at the top with a small Indian Police Service pattern button; flap, with button hole to cover pocket,  $2\frac{1}{4}$ " deep and  $6\frac{1}{2}$ " wide. Two expanding pockets below the waist (pleats at the sides)  $9\frac{1}{4}$ " wide at the top,  $10\frac{1}{2}$ " at the bottom, 8" deep to the top of the pocket, fastened at the top with a small Indian Police Service pattern button; flap, with button hole, to cover pockets,  $3\frac{1}{2}$ " deep and  $10\frac{3}{4}$ " wide, the top of the pocket to be tacked down at the corners in such a manner that the pocket can be expanded at the top also if necessary. Four medium Indian Police Service pattern buttons down the front. The buttons should be so fixed that the bottom-most button covers the navel and the top-most button fixed one-third distance between the navel and the position of the tie-knot. Pointed cuffs, 5" high at the point and  $2\frac{1}{2}$ " behind. Shoulder straps of the same material as the garment fastened with a small Indian Police Service pattern button. The jacket to be worn with a soft or semi-stiff collar and shirt and dark blue sailor-knot tie.

6. **Trousers (Slacks).**—Khaki gaberdine or khaki drill to match jacket, without turn-ups and shaped from instep to heels—the bottom to measure 18 to 19 inches.

7. **Breeches (Bedford Type).**—Khaki cotton cord to be worn with khaki drill tunic and khaki woollen cord with gaberdine tunic.

8. **Boots, Ankle.**—Ankle, plain brown leather with plain toe-caps and nine pairs of eye-lets.

9. **Shoes.**—Plain brown leather Derby shoes with plain toe-caps with five pairs of eye-lets.

10. **Boots, Field.**—Brown leather, soft, legs stiffened to a depth of 4 to 6 inches from the top, laced at the instep, with nine pairs of eye-let holes, brown leather garters; no gusset at the top of the leg and no toe-caps. One strap held by a loop at the back top to keep the boot in position.

11. **Spurs (for mounted duty only).**—Light hunting, with brown leather straps and shields and brown leather under-straps.

12. **Belt.**—Sam Browne of Army Regulation pattern but with silver mountings. Cloth belt of the same material as the jacket with silver mountings may be worn with the working dress when revolver is not carried.

13. **Sword.**—Infantry pattern with half basket hilt, in white metal and device "I.P.S." and State Emblem.

14. **Sword Knot.**—Brown leather, with acorn.

15. **Scabbard.**—Brown leather, infantry pattern.

16. **Whistle.**—Of the police pattern, to be worn attached to a dark blue round-plaited lanyard and carried in the left breast pocket.

**17. Badges of Rank.**—Silver metal. The State Emblem to be  $1\frac{5}{8}$ " by  $\frac{3}{4}$ ". The stars to be of the "Star of India" (five pointed) pattern and 1" broad. The Deputy Directors, Intelligence Bureau, Commissioners of Police and Deputy Inspectors General of Police shall wear the three stars in the badges of their rank on the shoulder strap in the form of an equilateral triangle with apex upwards. The stars should be slightly frosted but without any design in the centre. The crossed sword and baton will be worn so that the point of the sword is to the front, and the edge of the blade outwards or towards the arm. The sword should measure  $1\frac{7}{8}$ " and the baton  $1\frac{3}{4}$ ".

Embroidered badges of rank, worked in dark blue silk thread, may be worn when wearing informal working dress at the time of riots, dacoit operations and such other duties.

- |   |   |
|---|---|
| (a) Director, Intelligence Bureau   | Crossed sword and baton and the State Emblem. |
| (b) Inspector General of Police   | Crossed sword and baton and one star.         |
| (c) Deputy Directors, Intelligence Bureau, Commissioners of Police and Deputy Inspectors General of Police.   | The State Emblem and three stars.             |
| (d) Superintendents and Deputy Commissioners of Police of 20 years' service whether in the selection grade or not, provided they have crossed the efficiency bar, and Superintendents of Police selection grade.  | The State Emblem and two stars.               |
| (e) Superintendents and Deputy Commissioners of Police with more than 15 years' but less than 20 years' service.  | The State Emblem and one star.                |
| (f) Deputy Central Intelligence officers (senior scale), Superintendents and Deputy Commissioners of Police (officiating or substantive) with less than 15 years.   | The State Emblem.                             |
| (g) Deputy Central Intelligence officers (junior scale) and Technical officers of the Intelligence Bureau, Assistant Superintendents of Police in charge of subdivisions or holding any other post certified to be of equivalent status or of 5 years' service and above. | Three stars.                                  |
| (h) Assistant Superintendents of Police, with less than 5 years' but not less than 2 years' service and (i) not in charge of sub-divisions, nor (ii) holding posts of equivalent rank referred to in (g) above.   | Two stars.                                    |
| (i) Assistant Superintendents of Police with less than 2 years' service.  | One star.                                     |

18. Length of service in clauses (d) to (h) denotes the length of service (actual or assumed) in the Service. In the case of direct recruits selected on the results of competitive examinations the term means actual length of service in the Service. In other cases i.e., war service recruits, emergency recruits or officers promoted to the Service, the term refers to the assumed length of service in the Service and will, therefore, exceed the actual length of service in the Service by the period for which credit is given to the officers for purposes of seniority in the Service.

19. Where the grant of any badge of rank is dependent on the passing of an efficiency bar, the officers must have passed that bar.

20. The badges of rank to be worn by an officer should be related to the rank that he actually occupies either substantively or in an officiating capacity in a police post. In the case of an Indian Police Service officer who is on deputation to a non-police post the badge of rank to be worn by him should be related to the rank of the post which he occupied substantively or in an officiating capacity in his own State immediately prior to such deputation while in the case of an Indian Police Service officer who is on deputation to a higher police post outside the State, he should be allowed to wear the badge of rank of the higher post even while he visits his own State on official duty or otherwise.

21. Members of the Indian Police Service shall wear a silver departmental badge "I.P.S." in half inch block letters at the base of the shoulder strap.

22. **Belt.**—Second shoulder strap to the Sam Browne belt. To be worn when revolver is carried on the right side.

23. **Revolver or (at the option of each officer) an automatic pistol.** With brown holster and ammunition pouch of leather.

(The revolver and ammunition pouch shall not be worn with Review Order unless specific orders to that effect are issued.)

24. **Helmet.**—(for informal working dress). Army khaki tent club pattern, with a pagri of six folds of khaki with a dark blue flash, a quarter of an inch wide at the top between the helmet and the pagri, the whole when tied not to exceed three inches in width. No metal fittings. Brown leather straps  $3/8$ " wide.

25. **Bush shirts.**—Infantry pattern, of khaki drill, cellular or twill with khaki bone buttons.

26. **Gorget patches.**—Officers wearing the State Emblem and two stars and officers wearing the State Emblem and three stars, should wear gorget patches of dark blue woollen material with a central silver stripe; and

Officers of higher ranks, should wear similar gorget patches with a silver oak leaf pattern central stripe.

27. **Jersey.**—Khaki woollen with two buttons in front.

28. **Shorts.**—Khaki drill with two cloth extended straps and side buckles, waist band  $2\frac{1}{4}$ " in width.

29. **Shirts.**—Khaki, cellular or twill with two breast pockets of the jacket pattern, with khaki bone buttons.

30. **P.T. Vests.**—White cotton or woollen half sleeves for probationary officers under training.

31. **Putties, Ankle.**—Khaki woollen of the Fox's spiral pattern.

32. **Hose Tops.**—Khaki woollen.

33. **Socks.**—Khaki cotton or woollen or mercerised.

34. **Stockings.**—Khaki woollen.

35. **Overcoat.**—Khaki drab mixture cloth: milled and water-proof double-breasted, to reach to the point of the knee. 18 to 29 inches slit at the back with small saddle flap. Turnedown collar  $2\frac{1}{2}$ " deep, with lapel and step, fastening with one hook and eye. Four large buttons on each side, three to button and one under turn. Two button pockets with flap, one inside breast pocket at each side: sword slit

at left side; loose turn-back cuffs of single material; 4½" deep shoulder straps of the same material as the garment fastened with small buttons. Badges of rank and buttons in silver metal. The collar to be provided with a cloth tape to button across the opening at the throat when required. The coat to be lined with drab flannel. The cloth will be that specified for the State in which the officer is serving.

36. **Gloves.**—Tan regulation pattern, to be worn, if necessary.

37. Members of the Indian Police, as defined in clause (c) of rule 2 of the Indian Police Service (Recruitment) Rules, 1954, may continue to use the letters "I.P." instead of the letters "I.P.S." in the devices prescribed for the crest, badges and buttons.

#### APPENDIX

The Indian Police Service Device for use on badges and on buttons.



#### BADGES

For cap, 1 5/8 inches in height.

For collar, 1½ inches in height.

#### BUTTONS

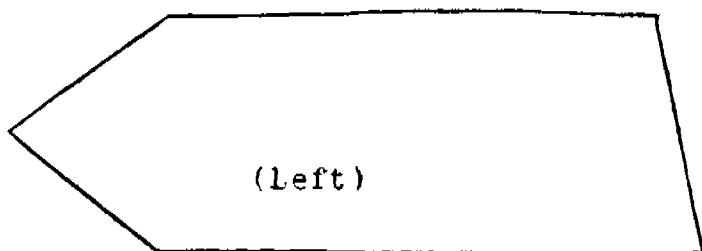
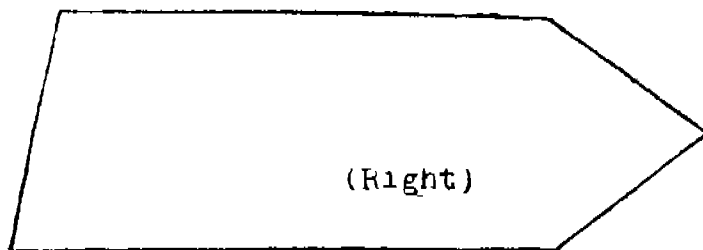
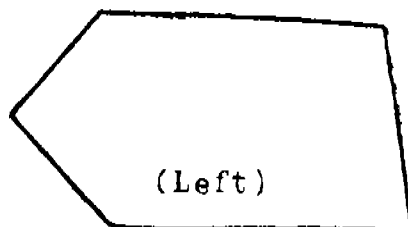
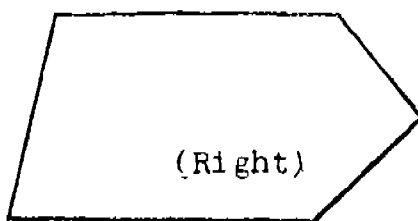
Convex, die struck and embossed

Large	...	...	...	40 lines
Medium	...	...	...	30 lines
Small	...	...	...	24 lines
Gorget	...	...	...	20 lines

The pattern of India Police Service shoulder badges.

# I.P.S.

## SIZES OF GORGET PATCHES

*For Jackets**For Shirts and Bush Shirts*

R. C. DUTT,  
*Joint Secretary.*